

Equality Impact Assessment (EqIA) Form

The Equality Impact Assessment (EqIA) process is an approach designed to improve equality analysis, practice and outcomes. It helps determine and understand how what we do may affect people differently. Whilst it is a key part of the evidence that is needed to demonstrate compliance with the Equality Act's Public Sector Equality Duty, the most important outcome of this process is showing how individual research studies make a real difference to the lives of people from all communities.

Please read the Guidance Notes before completing each section.

1. Entitle and give a brief description of the research, study, review or proposal

2. What are the key aims and benefits of the research, study, review or proposal?

3. Identify any previous equalities related research or consultation relevant to your research, study, review or proposal

4. Describe how the research, study, review or proposal will (or may) affect or impact upon equality

5. Identify who – from the Protected Characteristic groupings or other relevant underserved or disadvantaged communities – will (or may) be affected and how (please tick in the appropriate box)



Age	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Disability	Positive Impact	Negative Impact	No Impact	Impact Not Known
	Including application of the NHS Accessible Information Standard (see Guidance Notes)			
Please explain your assessment:				
Gender Reassignment	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Marriage and Civil Partnership	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Pregnancy and Maternity	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Race	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Religion or Belief	Positive Impact	Negative Impact	No Impact	Impact Not Known



Please explain your assessment:				
Sex	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Sexual Orientation	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				
Other e.g. socio-economic status, employment status, carers, location (geography), migrant status (e.g. asylum seekers, refugees, economic migrants), looked-after children, homeless people	Positive Impact	Negative Impact	No Impact	Impact Not Known
Please explain your assessment:				



6. Provide a summary of the main equality issues identified through this analysis

7. How will you monitor and evaluate the equality impact of your study?

8. Use the Action Plan (Appendix) to record the actions that need to be taken to address the issues identified in this form

ACTION PLAN

What actions do you intend to take (or have you taken) to address the findings arising from the EqIA?

(Note: Actions should include SMART actions highlighting reasonable adjustments you will take within the scope of your research, study, review or proposal. Based on indications of negative impact identified in Section 5, examples may include a) What you might do to mitigate the risk of people from ethnic minority communities, people with disabilities or people of religion being unable to participate in your research study; b) Extending the research study scope to better understand the experiences of people from one or more of the Protected Characteristic groups; c) Consulting with people from a particular Protected Characteristic group in more detail; d) Putting monitoring procedures in place focusing on one group in particular.

Please sign and date your Action Plan

Action	By when?	Responsibility of?	Monitored through (by and when)?	Impact?

Assessor's Name:

Date:

Assessor's Signature: